

Deloitte Luxembourg kicks off Autumn Induction for 178 junior colleagues



Deloitte Luxembourg kicked off its Autumn Induction programme on 22 October, bringing together 178 junior colleagues representing 30 nationalities. The group included colleagues from the firm's wider autumn intake of 197 new joiners across all grades.

Reflecting Deloitte Luxembourg's multidisciplinary model, the new cohort joins teams across Advisory & Consulting, Audit & Assurance, Tax, and Enabling Areas, bringing together early-career professionals from a range of backgrounds and disciplines. Their induction marks the start of a broader journey designed to build technical expertise alongside the critical thinking, judgement, and human capabilities they will need to thrive in an increasingly technology-enabled workplace.

The day opened with a welcome from Joachim Heukmes, CEO & Managing Partner, Maude Bologne, People & Purpose Leader, and Anne Bellini Damardji, Head of People. New joiners were introduced to Deloitte Luxembourg's vision and strategy, as well as the firm's purpose, shared values, and talent approach.

Interactive sessions also gave them opportunities to engage directly with leaders and connect with colleagues from across the firm.

The programme also explored how technology and human capabilities work together. With technology and AI increasingly supporting how professionals work, new joiners were encouraged to develop the critical thinking, curiosity, and judgement needed to challenge information, ask the right questions, and use these tools effectively, alongside the initiative and collaboration that will remain essential throughout their careers. An inspirational session led by Guy Benzeno extended this focus to career development, exploring how professionals can build their reputation, strengthen relationships, and maintain human connection in a digital workplace.

Participants were also introduced to Deloitte's EMEA network and to opportunities to shape their careers through learning, on-the-job feedback, coaching, and connections beyond their immediate teams.

Beyond the kick-off, the induction continues through a structured programme of firm discovery, networking, and business-specific technical training. New joiners are encouraged to deepen their understanding of their markets and professions, collaborate across teams, and challenge themselves, while playing an active role in their own journey and contributing to the firm's culture.

Reflecting on the occasion, Joachim Heukmes, CEO & Managing Partner of Deloitte Luxembourg, said: *"I am proud to welcome such a talented and motivated group of professionals. Our commitment is not only to help them succeed in their roles today, but to create an environment where they can continuously learn, grow, and unlock their full potential throughout their careers. By investing in their development and empowering them to go further, we strengthen the future of our organisation. Our people are at the heart of everything we do, and their success is our success."*

Maude Bologne, People & Purpose Leader at Deloitte Luxembourg, added: *"A career is rarely a straight line, and new joiners do not need to have every step mapped out from day one. What matters is staying curious, building connections, and being willing to contribute. At Deloitte, the talent experience is something we create together: we provide opportunities, feedback, and support, while each person brings their own perspective, takes initiative, and plays an active role in shaping their journey."*